

# THE SOURCE

## Director's Note

By Sheri Dawson, Director, Division of Behavioral Health

Teamwork is an essential part of Division of Behavioral Health (DBH) success. My husband was watching an NBA playoff game recently. Like a basketball team working together to set up the perfect shot, every team member has a specific role to play in accomplishing tasks on the job. Although it may seem as if one player scored the basket, that basket was made possible by many people's planning, coordination, and cooperation to get that player the ball. When everyone in the workplace works together to accomplish goals, everyone achieves more.

I firmly believe that our DBH teamwork makes our mission a reality every day. Each of you, regardless of your role, help our patients/clients/consumers live better lives every single moment. The key to our success has been — and will continue to be — you and your teamwork. As we move forward, continue to focus day to day on our responsibility to patients and on providing our patients with the service they expect and deserve from us.

Encountering obstacles after we've made a determination to make DBH "the" place to work is expected. I want each of you to

embrace the value of perseverance. We will maintain our purpose through challenges and difficulties.

As we experience leadership and staff changes, let's keep that basketball team approach. It takes all of us to be successful. I am grateful that Anthony Walters embraced the values of teamwork and perseverance. In the short time he served DBH in the CEO role, he made positive contributions. I wish him success as he seeks to find opportunities closer to his home and family.

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### Nebraska Sex Offender Treatment Program

**Mission:** Providing Sex Offender treatment to prepare for community reintegration while maintaining public safety.

**Vision:** Helping people rebuild their lives with no more victims.

## Director's Note (cont.)

*(Continued from page 1)*

All of us seek to find the very best life circumstance to accomplish our dreams and goals. As we go through another transition, I ask you to remain focused on what we do best: deliver quality care to individuals with behavioral health challenges. I encourage each team member to take time to talk

through concerns, squelch rumors and negativity, and be assertive in seeking information from your supervisors. I will pass along information about the CEO recruitment process to ensure our team is in the communication loop.

It's an honor and a privilege to work with each of you. It's an

incredible feeling to know that when I go out to system partners that there's no way I can oversell the competency and commitment of the DBH team. I am incredibly blessed to serve as your Director. Thank you for all you do. My door is always open to hear from you.

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## What's Cooking at NRC

### CREAMY BURRITO CASSEROLE



1 lb. ground beef or ground  
turkey

1/2 medium yellow onion, chopped

1.25 oz. pkg. taco seasoning

6 large flour tortillas

16 oz. can refried beans

2-3 c. shredded taco cheese  
or 2-3 c. cheddar cheese

1 can cream of mushroom soup

4 oz. sour cream

jarred hot sauce, if desired

Brown ground meat and onion; drain. Add taco seasoning and stir in refried beans. In a separate bowl, mix soup and sour cream. Spread half of the sour cream mixture in the bottom of a casserole dish. Tear up 3 tortillas and spread over sour cream mixture. Put half of the meat/bean mixture over that. Add a layer of cheese. Add hot sauce, if using. Repeat the layers. Sprinkle cheese over the top and bake, uncovered, at 350°F for 20-30 minutes.

Submitted by LuAnn Zerbe, and she challenges Corrine Janovec to submit a recipe for the next issue of *The Source*.

## Caitlin Matthews and Carl Forsell Are April “Job Well Done” Recipients

By the NRC Employee Recognition Committee

Congratulations to Caitlin Matthews, LPN, and Carl Forsell, Mental Health Security Specialist II, for being selected as the April 2016 “Job Well Done” recipients.

**Caitlin Matthews** has been employed at NRC since October

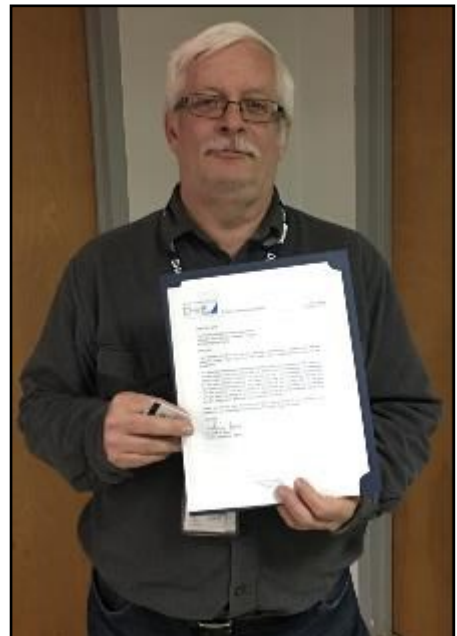


2015. Her nomination from co-workers stated she deserves

this award because she is always willing to work on all the units and to work overtime when needed. She is always busy doing some kind of work. She is available to assist patients with their requests and still pass medication on time, as well as to help other staff as needed. Caitlin is a very positive and upbeat person who sees the good in everyone. She is a great addition to Team NRC!

Thank you for all you do, Caitlin!

**Carl Forsell** has been employed at NRC since August 2015. His nomination stated he deserves this award because he is always willing to help out co-workers in any way he can. He is always in a good mood and stays positive in a group. He has great computer skills and is someone



staff can call on when they run into any technical problems. He is respectful of the patients and co-workers and is always willing to learn new things so he can do a better job at NRC. Carl is also a great story teller and has a story for everything!

Thank you for all you do, Carl!

## Nancy Wragge and Andrew Engle Are May “Job Well Done” Recipients

By the NRC Employee Recognition Committee

Congratulations to Nancy Wragge, RN, and Andrew Engle, Mental Health Security Specialist II, for being selected as the May 2016 “Job Well Done” recipients.

**Nancy Wragge** has been employed at NRC since August 2003. Her nomination from co-workers stated she deserves



this award because she was very helpful to staff when there were physical holds and SSC seclusion incidents on a

patient unit two days in a row. She helped by doing the paperwork on both days and by doing assessments and faxing papers to the Nebraska State Patrol after one incident. Nancy also carried the on-call phone so another nurse could work on paperwork and deal with issues on the living unit. Additionally, she assisted with House Supervisor duties after these incidents. She is a team player and deserves recognition for this.

Thank you for all you do,  
Nancy!

**Andrew Engle** has been employed at NRC since May 2015. His nomination stated he deserves this award for his assistance on the unit on a day when a patient seemed to be very focused on staff, making the day quite challenging for them. There were also other incidents occurring that required staff intervention and frequent redirection of patients.



Andrew responded to these events in a calm and focused manner. On multiple occasions his actions assisted in preventing further escalation and conflict. With all of this going on, he still thoroughly completed his documentation. Multiple staff members comments on what a fine job he did.

Thank you for all you do,  
Andrew!



## Sandy Bogue and Clint Brausey Are June “Job Well Done” Recipients

By the NRC Employee Recognition Committee

Congratulations to Sandy Bogue, RN, and Clint Brausey, Mental Health Security Specialist II, for being selected as the June 2016 “Job Well Done” recipients.

**Sandy Bogue** has been employed at NRC since October 1984. Her nomination from co-

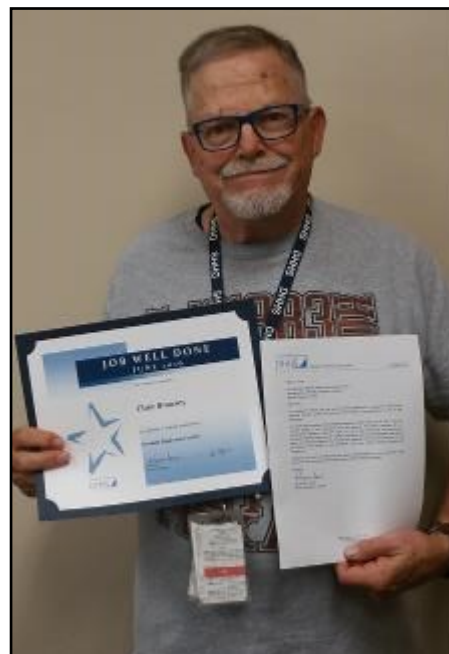


workers stated she deserves this award because she is a very organized nurse. She has

things done before anyone even asks. She does a great job of completing her assigned work and always has time to assist with escorting patients, observing in the day hall, administering medications, participating in Infection Control Committee and overseeing the work therapy positions on 2-West. She also therapeutically and efficiently addresses other incidents, de-escalating as needed and completing related paperwork/documentation. With the daily challenges on the unit, she keeps an open mind and a positive outlook. She has recently had to work some double shifts but has not complained and remains flexible. Sandy is reliable and professional.

Thank you for all you do,  
Sandy!

**Clint Brausey** has been employed at NRC since July 2011. His nomination stated he deserves this award for his ex-



traordinary heroism on May 9, 2016. During patient meal time in the dining hall, he performed a successful Heimlich maneuver on a choking patient, saving the patient's life. Clint became a leader in this situation and did not wait for others to act. This truly reflects “serving people with excellence!”

Thank you for all you do, Clint!

## Please Welcome New Employees



Kendra Haffner  
Food Service Cook



Tlali Garcia  
Mental Health  
Security Specialist II



Shelley Zerbe  
Food Service Assistant



Carrie Weinberger  
Mental Health  
Security Specialist II



Karen Sheaks  
Registered Nurse



Amir Akot  
Mental Health  
Security Specialist II



Todd Phelps  
Mental Health  
Security Specialist II



Angel Bonilla  
Food Service Cook

## The Seasonal and Simple App

Submitted by Kathy Arends, RDN, LMNT, Food Service Director

This app can be placed on IOS or Android devices. You can bring it up anywhere in the state, and it will note where you are and direct you to the closest farmers market in your area, tell you the times it is open, and in many cases give you directions to get there. It also contains all of the produce that is grown in Nebraska, with recipes and preservation ideas. It is very handy for consumers to use when shopping for produce, whether it be at the grocery store or a local farmers market.

the  
Seasonal  
and Simple  
app



## Employees Leaving NRC

March 22, 2016

Rebecca Richter, RN

April 22, 2016

Caley Morford, Food  
Service Cook

June 3, 2016

Lynn Briard, MHSS II

March 31, 2016

Julie Nelson, LPN (PRN)

April 28, 2016

Juan Soto, MHSS II

June 8, 2016

Leann Daniels, MHSS II

April 1, 2016

Karen Bressler, RN

May 15, 2016

Leslie Rinaldi, RN

June 16, 2016

Stacey Sommerfeld, MHSS II

April 8, 2016

Jenny Lytle, Food Service  
Assistant

May 29, 2016

Mollie Schindler, MHSS II

June 17, 2016

Bill Block, MHSS II



## The Bulletin Board

Thanks to everyone for the words of sympathy, cards, and memorials in honor of my Mom. The support of my co-workers during her illness and passing

has been greatly appreciated.

Patti and Mike Leise & family

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I would like to thank all my friends and family here at

NRC. I have had many great times and worked with a lot of super people. I will enjoy my retirement but will miss working with such fantastic people.

Bill Block

## P2000 System Training

Submitted by Hollie Frye, Quality Assurance Coordinator

Travis Jelinek, MHSS II – Guard, and Hollie Frye, Quality Assurance Coordinator, attended P2000 system training (NRC's security system) on June 13-16 in Omaha. They were taught how to increase security for badge reader access and better use of alarms for high-risk situations, as well as other capabilities of the system.



## Did You Get the Memo?

Submitted by Hollie Frye, Quality Assurance Coordinator



One day a while back several staff members reported to work wearing purple. It became apparent that only select NRC employees received the memo notifying them of the occasion. It is not clear how the omission occurred, but investigation of this incident continues.

At left: Stephanie Owens, Kris Boe-Simmons, Amy Hancock, and Diane Schumacher got the memo!





## In Memoriam — Daryl R. Stephenson, M.D., 1935-2016

Submitted by TyLynne Bauer, Facility Operating Officer

Daryl Stephenson was born to Omer Carlisle Carlyle and Stella Pauline Stephenson in Thurman, IA, on January 27, 1935. He contracted polio as a teenager which left him on crutches or in a wheelchair the rest of his life, but also blessed him with a passion to become a physician. He grew up and attended primary school in Omaha, NE, before attending college and medical school at Creighton University in Omaha. He graduated from Creighton with a Doctorate of Medicine in 1961 and did his psychiatric residency at the University of Nebraska College of Medicine in Omaha, completing it at the Norfolk Regional Center in Norfolk, NE, in 1965. He was a member of the American Medical Association and the American Psychiatric Association.

Daryl married Linda Deacon on September 8, 1962, in Varina, IA. The couple started a family in Omaha and moved to Norfolk in 1965 and then on to Yankton in 1969, where they made their home and raised seven children and one grandchild. Daryl practiced psychiatry for 53 years, running a private practice in Yankton for many years and also working at Sacred Heart Hospital, the Human Services

Center and the Norfolk Regional Center, finally retiring in 2015.

Daryl loved nature and spent most of his free time reading about and raising a variety of birds and small animals and growing large flower and vegetable gardens. Over time he raised many different breeds of pigeons, fish, reptiles, chickens, ducks, geese and peacocks. But his main focus and prized possessions were his Checkered Giant rabbits. He enjoyed raising these large show rabbits with help from his sons and grandsons and traveled through the Midwest to trade and show them, earning many national awards and making many friends. He was an active member of the American Checkered Giant Rabbit Club for 42 years, and his favorite rabbit was the one not yet purchased or born!

He will be remembered for his great humor, his many unusual passions and hobbies, his grandiose stories and plans, and his endless interviewing of anyone he came across who would engage with him about nature, politics, history and countless other topics.



### *When I'm Gone*

*When I come to the end of my journey  
And I travel my last weary mile,  
Just forget if you can, that I ever  
frowned  
And only remember the smile.  
Forget unkind words I have spoken;  
Remember some good I have done.  
Forget that I ever had heartache  
And remember I've had loads of fun.  
Forget that I've stumbled and blundered  
And sometimes fell by the way.  
Remember I have fought some hard battles  
And won, ere the close of the day.  
Then forget to grieve for my going,  
I would not have you sad for a day.  
But in summer just gather some flowers  
And remember the place where I lay,  
And come in the shade of the evening  
When the sun paints the sky in the west,  
Stand for a few moments beside me  
And remember only my best.*

*In  
Loving  
Memory*

## The Three Levels of Commitment

By Joe Tye, CEO, Values Coach, Inc.

When I was in high school I was on the swimming team. At that time Doc Counsilman was the world's preeminent swim coach. Among others, he coached Mark Spitz, whose record for Olympic gold medals was finally topped by Michael Phelps. Counsilman's book *The Science of Swimming* was essential reading for every serious swimmer.

In his book Counsilman described three levels of training discomfort — hurt, pain and agony. Average swimmers, he said, push themselves in practice until it hurt. Good swimmers push through the hurt and are willing to endure real pain during practice. But truly great swimmers — like Spitz and Phelps — pushed through the pain and consistently practiced in a state of agony. You can see it on the faces of every Olympic competitor as they hang on the lane markers at the end of a race. Hurt-pain-agony is a useful way of assessing the level of commitment you are willing to make to something before you actually make that commitment.

**Hurt:** It only takes a hurt level of commitment to show up every day for a job you really

don't like and do only what's necessary to collect a paycheck, or to make a phone call to ask someone for a date, or to make a donation to a charity that you are volunteering for.

**Pain:** It takes a pain level of commitment to be the sort of leader — whether or not you have a management title — who really cares about coworkers and both enables and inspires them to achieve their full potential — or to make a commitment that you will raise a certain amount of money (even if you have to write the last check yourself) for your favorite charity.

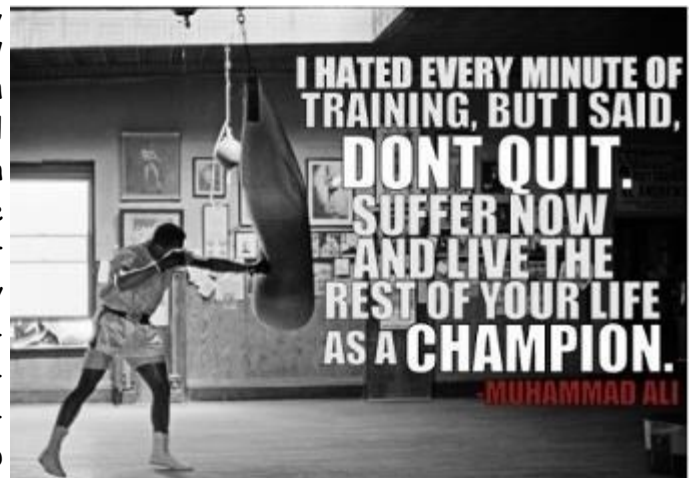
**Agony:** You have to be willing to face an agony level of commitment if you are going to start a business where other people are depending upon you for a paycheck, and you know that in tough times you will be last person paid (if you are paid at all). It takes an agony level of commitment to assume a volunteer leadership

position on the board of a charity knowing the tough decisions and substantial contributions you will be called upon to make.

Before you make a decision to make a new commitment — starting a business, writing a book, getting married, having children — this is a useful construct for gauging your own level of determination.

Knowing whether your level of commitment is hurt, pain, or agony will help you avoid getting into opportunities and obligations that end up causing frustration, failure, and feelings of guilt later.

Before making a substantial commitment, you have to ask yourself whether it's worth the inevitable agony it will entail. I'll leave the last word to a man who thought it was ...



## Policy Reviews Via LINK

Submitted by Bette Lingenfelter, RN, and Karen Johnson, Training Specialist

All updated or revised policies are distributed monthly to each staff member via LINK. Staff are required to review and acknowledge receipt of the policies within 30 days of receipt of the email advising of the assigned curriculum.

The following policies were assigned in April and June (none in May):

- Cultural and Diversity Awareness
- HIM: Notice of Privacy Practices
- HIM: Patient Requesting Copies of Protected Health Information
- HIM: Patient Requesting to View Protected Health Information
- Learn to Calm (LTC) Room
- Tactical Light
- Tobacco Free Campus
- Transportation Services
- Utility Systems Management Plan
- Victim Notification
- E-Readers for Patient Use
- Pet Therapy
- Pharmacy — Medication Safety
- Near Critical Incidents
- Sentinel Events

## Cooking With the Council

Submitted by Becky Inness, Medical Staff Assistant

### MOUNTAIN DEW APPLE DUMPLINGS

- |                                   |                   |
|-----------------------------------|-------------------|
| 2 apples (Gala or Fuji)           | 1 c. sugar        |
| 2 cans crescent rolls             | 1 tsp. vanilla    |
| 1 c. butter, melted               | cinnamon to taste |
| 12 oz. can Mt. Dew (can use Diet) |                   |

Peel and core apples and cut into 8 slices each. Roll each slice into crescent roll and place in 9 x 13 lightly buttered pan. Melt butter, add sugar and barely stir, add vanilla and stir, then pour over apples. Pour Mountain Dew around edges of pan. Sprinkle with cinnamon. Bake at 350°F for 40 minutes.



### CHOCOLATE CARAMEL BACON

- |                                |                      |
|--------------------------------|----------------------|
| 3/4 lb. thick-sliced bacon     | 3 T. heavy cream     |
| 10 oz. dark chocolate, chopped | 1/3 c. caramel sauce |

Bake or fry bacon; drain on paper towel and blot to remove excess grease. Melt chocolate and cream in double boiler, stirring until smooth. Dip bacon in chocolate mixture to coat. Place bacon on baking sheet and let cool. Once set, drizzle caramel sauce over slices. Refrigerate until set.



## DHHS - NORFOLK REGIONAL CENTER

DHHS—STATE OF  
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*The Source is an employee newsletter written by the employees and published monthly for the employees within the Norfolk Regional Center. Articles and ideas for publication are always welcome and can be forwarded to any member of the Editorial Board.*

*It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size and content. Articles sent to the Editorial Board must be signed, but the writer may request to have their name withheld. Please contact us with submissions for the next edition, and with your comments on the newsletter!*

*NRC Editorial Board*

*Marg Hipp - Editor - 370.3315*

*TyLynne Bauer - 370.3328*

## BRAN Cyclist Takes in Sights

NRC's Director of Psychology, Daniel Sturgis, Ph.D., participates annually in the Bike Ride Across Nebraska (BRAN). This year's event was held from June 5-11.

BRAN is an effort of the Omaha Rotary Club, which is a charitable organization that raises money for scholar-

ships.

In the picture at right, Dr. Sturgis makes a stop at an Oregon Trail marker at Fort McPherson. The marker was erected by the people of Lincoln County in 1928.

